



SAFE SCHOOLS – PROGRAM PARTICIPATION PLAN VICTORIAN COLLEGE FOR THE DEAF



Help for non-English speakers

If you need help to understand the information in this document, please contact VCD on 9510 1706 or Victorian.ds@education.vic.gov.au

Our commitment statement is:

Victorian College for the Deaf is committed to creating and sustaining a safe and inclusive environment for all students, including those in the LGBTQIA+ community.

Victorian College for the Deaf acknowledges that people identify in a variety of ways that relate to their sex, gender and sexuality. We celebrate individuality and encourage students, staff and community members to identify in whatever way feels right for them. We also acknowledge that identities can change over time and are committed to accommodating and supporting changes to a person's identity as they arise.

Victorian College for the Deaf has a zero-tolerance policy towards discrimination.

Our commitment to LGBTQIA+ inclusion is supported by our school curriculum, *Inclusion and Diversity Policy*, *Uniform Policy*, *Bullying Prevention Policy*, *Child Safety and Wellbeing Policy*, *Sexuality and Consent Policy*, and *Wellbeing and Engagement Policy*.

Currently our school supports LGBTQIA+ inclusion by:

- Implementing school-wide policies that support LGBTQIA+ inclusion, including our *Inclusion and Diversity Policy*, *Uniform Policy*, *Bullying Prevention Policy*, *Child Safety and Wellbeing Policy*, *Sexuality and Consent Policy*, and *Wellbeing and Engagement Policy*.
- Implementing a range of school values that reflect an inclusive community – respect, responsibility, resilience, learning and pride
- Engaging with the Safe Schools team and arranging foundation professional development for all staff
- Providing a school uniform that is not restricted by gender
- Staff and students being referred to by their preferred name and pronouns
- Displaying Safe Schools posters and rainbow flags throughout the school
- Staff modelling positive inclusive behaviours and wearing rainbow lanyards/pins to show LGBTQIA+ support
- Challenging discriminatory behaviours in accordance with our *Bullying Prevention Policy* and *Wellbeing and Engagement Policy*
- Including items in the school newsletter that celebrate LGBTQIA+ inclusion and diversity
- Having a college captain process that is not restricted my gender (e.g. one boy and one girl)

Our school will take the following new actions to meet our commitment:

- Provide staff with regular ongoing professional development to increase LGBTQIA+ awareness
- Work with the Student Representative Council to celebrate diversity and inclusion across the school (e.g. 'Wear it purple day')
- Provide gender neutral bathroom facilities for staff, students and community members in upcoming building upgrades
- Review the Respectful Relationships and Health curriculums to identify areas where LGBTQIA+ learning could be strengthened (this could also be achieved through the Homegroup Learning Program)
- Brainstorm ways to make whole-school sports days inclusive for gender diverse students
- Review library content to ensure that staff and students have access to resources that provide appropriate information about LGBTQIA+ diversity. Ensure that relevant books, videos and other resources in the library are appropriately labelled and easy to access
- Engage with other like-schools to find solutions for non-gendered school camping arrangements

The outcomes we would like to see at our school are:

- A school culture that is accepting and celebrates LGBTQIA+ diversity
- Students understand the meaning of LGBTQIA+ and the importance of diversity and inclusion
- Discriminatory behaviour and language across the school is reduced, and challenged if it arises
- Students feel safe and supported to identify as part of the LGBTQIA+ community
- Students are willing to stand up against homophobic, transphobic bullying
- Staff have a wealth of knowledge about the LGBTQIA+ community that they can use to support students and promote inclusivity

We will communicate the commitment statement, actions, and intended outcomes to the school community through:

- School website
- Staff-wide email
- Community newsletter item

Review cycle and evaluation

This policy was last updated on 21st July 2022 and is scheduled for review in **July 2024**. This policy was endorsed by the School Improvement Team (SIT) and the Principal on: 19th September 2022



School name: Victorian College for the Deaf

School principal name and signature: Marg Tope

Key school contact and position: Gene Reardon, Mental health Practitioner

Phone number and email address: (03) 9510 1706 victorian.ds@education.vic.gov.au

Date: 19th September, 2022

Once you have completed this plan please email it to safe.schools@edumail.vic.gov.au or send to:

Safe Schools, Department of Education and Training, GPO Box 4367, Melbourne VIC 3001